

2021 Alliance National Bargaining – Tentative Agreement

Subcommittee: Racial Justice

Recommendation:

I. New sub-heading under Article 1 of the National Agreement that contains the Racial Justice Subcommittee recommendations:

Create a National LMP EID and Racial Justice taskforce that reports into the Alliance LMP Executive Committee

Infrastructure:

- A. Integrate EID and Racial Justice into the LMP
- B. Model it after existing effective structures (i.e., Workforce Wellness and Workforce Development)
 1. NEID developed accountability measures and processes will be incorporated into the taskforce's jointly developed processes to ensure speak up culture and belonging is actualized fully
 2. Embedding Racial Justice & EID principals into operational strategy
- C. Ensure labor representation including Alliance partnership in EID councils/committees where they exist in regions and facilities.
- D. Allocate dedicated time that ensures time provided to work on annual LMP-EID goals and workplans in order to impact change and increase success.
- E. The Alliance LMP Executive Committee will oversee the timeframe for the taskforce and the charter in alignment with KP's EID function. The taskforce will start working 90 days after ratification.

Health Equity:

- A. Unit Based Teams (UBTs):
 1. Include Equity, Inclusion and Diversity projects to the "Quality" category that UBTs could choose to work on in the Path to Performance for level 3 and higher.
 2. UBT's should apply an EID lens to all projects and activities.
 3. Teams will be provided time, support and resources needed for project work and success consistent with UBT practices
 4. Alliance, National Equity, Inclusion and Diversity and other parties develop/update existing UBT toolkits to:
 - a) include sample projects, resources (local resources like Regional EID , websites etc) and education
 - b) live on the LMP website
 - c) develop communication plans to promote the projects and resources to UBTs and those who directly support teams
- B. Employees:

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1. Develop targeted goals and strategies, materials, existing staff, and necessary resources to eliminate employee care gaps and health disparities (in partnership with Workforce Wellness)
 2. Develop a plan to increase cultural responsiveness training and leveraging current contracts for clinicians of color to provide employee mental health/EAP
- C. Members/Patients: Partner with Quality and Care Delivery to identify priority areas where LMP could support improvement of culturally responsive practices targeted to people of color
1. To measure improvement in specific chronic diseases (i.e., A1c, BP, BMI,)
 2. Jointly determine internal causes or barriers impacting ability to address health inequities more effectively within our organization and communities and develop agreed upon approaches, action plans and implementation timelines for improvement
 3. Spread effective practices

Employee Experience:

- A. Jointly determine and codify effective practices related to gathering experiences for KP's workforce until they are integrated into normal operating procedures:
 1. Conduct listening sessions on paid time for all classifications (employees will have the opportunity to attend annually)
 2. Sessions are held at least twice per year by trained facilitators
 3. Sessions include follow-up and action plans
- B. Pilot healing/restorative circles- helpful for racial trauma/fatigue- that are accessible to everyone.
- C. Enhance current processes and design improvements across the continuum of employee issues and complaints related to racism and discrimination.
- D. Advance KP's value of creating a culture of speaking up and belonging through increased access to training of the national EID program *Belong@KP*, leading with emotional intelligence and *SpeakUp*.
- E. Make *Belong@KP* a part of new employee orientation within the first 90 days.
- F. Jointly develop goals, actions plans, and accountability measures for completion of all EID trainings

Workforce Equity:

- A. To mitigate bias in the hiring process, KP will provide education and training to hiring managers and interview panelists on importance of and how to utilize inclusive hiring and selection practices.
- B. Ensure staff reflect the diverse communities in which they serve
- C. Add strong RJ and EID statement(s) to all job descriptions and postings requirements
- D. Identify job roles or segments of the workforce lacking diversity
 1. Create strategies to identify interest in and support mobility into those job roles

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2. Develop strategies to increase talent pipelines internally and externally
- E. Eliminate bias from promotion and hiring practices by supporting internal candidates through:
1. BHMT education and experience programs:
 2. providing represented employees opportunities to gain exposure to other jobs and gain experience required for placement.
 3. identifying situations causing employees to be bypassed or prevented from obtaining position(s) or promotion(s)
- * These provisions are not intended to supersede local contract provisions*
- F. To support workforce equity by:
1. Develop targeted BHMT programs to help close representation gaps
 2. Programs to support Alliance employee's mobility into an increased variety of job roles
 3. Workforce Development and EID pilot programs with diversity objectives
 4. Enable employees to gain experience (on the job) needed for placement

II. Modify 1.D.1.A to include workforce equity and inclusion trust programs.

This action will support the following outcomes:

- Prominence of the KP-Alliance shared commitment to Racial Justice
- Strategic view of the elements of this shared commitment
- Clarity regarding the specifics of what has been bargained

Agreed:

	11/10/21		11/10/2021
Hal Ruddick	Date	Steve Shields	Date
Executive Director		Senior Vice President	
Alliance of Health Care		National Labor Relations, Kaiser	
Unions		Permanente	